



January 10, 2017

Business Records Publications
100 4th Street
Des Moines, IA 50309

Re: Forty Under 40 Recommendation – Stephani Manning

Ladies and Gentlemen:

I am pleased to nominate Stephani Manning for the 2017 class of Forty Under 40. Stephani's professionalism and hard work have paid off in her career at Innovative Captive Strategies where she is now Assistant Vice President and Shareholder.

Stephani's career is very impressive but even more impressive is who she is outside of the office. Stephani is a wonderful wife, mother, and friend. I have known Stephani for over 10 years and there is no one else like her, Stephani has a genuine heart and displays that through the grace she shows to her family and friends. She has found a way to juggle a demanding career yet find the time to give her whole self to those that are closest to her. All of us who come in contact with her professionally and personally are fortunate.

Please strongly consider this nomination for Stephani. As a former recipient of this award, I would be proud to call Stephani one of our own.

Sincerely,

A handwritten signature in black ink that reads 'Angie Pfannkuch'. The signature is fluid and cursive, with the first name 'Angie' being more prominent than the last name 'Pfannkuch'.

Angie Pfannkuch
515-822-3257



January 5th, 2017

Business Record
Forty Under 40 Committee

RE: Letter of Recommendation for Stephani Manning

Dear Forty Under 40 Committee,

Please kindly consider the following letter of recommendation for Stephani Manning who is being nominated for the 2017 Forty Under 40 award.

Let me start by saying that I take personal recommendations very seriously and I don't provide them unless I truly believe in the person and have had enough history to form a solid opinion. With that said, I feel very comfortable providing the following recommendation for Stephani Manning.

I have known Stephani personally dating back to 2004. Along with her husband Troy, the newlyweds moved in next door to us and we became friends very quickly. I really began to develop a huge amount of respect for Stephani as I watched how their young marriage flourished into being young parents all the while keeping her professional life moving forward. As a parent of three children myself and dealing with the complexities of growing in your professional life AND remaining an engaged parent, I was completely impressed with how effortless Stephani and Troy managed their home and professional lives. This quality speaks volumes to the type of personal drive and commitment Stephanie has to her family while still growing in her professional life.

As her children are growing and she continues to be successful in her career, I also have been able to witness her ability to give back to the community which is a trait that paramount to a quality human being. This was most evident in her willingness to lend her time and knowledge to raise awareness and funds for the Leukemia & Lymphoma Society of Iowa (of which I serve as a board member). She also has provided her expertise in planning and management towards the nonprofit organization that I operate called Blood Sweat & Beers which provides funds directly to patients with blood cancer.

As an owner of three businesses, father of three daughters, and a person involved with the community, I truly believe one of the strongest traits of a quality person is their ability to give their "time" to what they feel is important in life. I have witnessed firsthand Stephani's ability to selflessly give her time to her growing family, her community, and her professional life. This is the mark of an outstanding young person and one that I'm proud and lucky enough to have in my life.

Best Regards,

Tim J. Mauro
President

Larry Laughlin
690 SE Brentwood Dr
Waukee, IA 50263
January 8, 2017

Business Publications
Forty Under 40
100 4th St
Des Moines, IA 50309

RE: Recommendation for Stephani Manning, Business Record- Forty Under 40

It is my absolute pleasure to recommend Stephani for the Forty Under 40 recognition award. I have known Stephani for several years through her charitable work. As Co-founder of a non-profit, Blood Sweat and Beers (BSB) I have had the pleasure of working side by side with Stephani on our charities efforts to raise money for Iowans with blood cancer. Also, as a participant and volunteer of the Leukemia and Lymphoma Society, we have trained together for a full marathon and worked closely on developing that organization's success.

I thoroughly enjoy working with Stephani on these volunteer committees. She is not only dedicated to the organizations by providing invaluable leadership and effort; she inspires everyone around her to remain focused and energized. She was a top 10 fundraiser nationally for the LLS's Team in Training Las Vegas Marathon this past November, helping Iowa raise over \$150,000 for the cause. She continually was upbeat and positive on all the training runs helping to motivate the Team. Stephani's leadership was a leading contributor to Iowa's success nationally. Her tireless work at BSB has also helped us break fundraising goals and records set by the charity. She takes on all challenges with an eagerness to succeed and a caring that inspires others to follow.

Without a doubt, I whole-heartedly recommend Stephani as one of our communities best Forty under 40. She not only has demonstrated her professional skills in leading the success of these organizations but as a young mother she also has been a great example to her children. I have witnessed on so many occasions a love and passion for her children as she manages to juggle a successful career, these volunteer roles and motherhood. She is a shining example of a young professional with her priorities set in the right place and can be an example for many other professionals to follow. She is definitely one of the area's best Forty Under 40.

Business Publications

January 8, 2017

Page 2

Please feel free to contact me at 515-710-4592 if you would like to discuss Stephani's qualifications and experience further. I would be happy to expand on my recommendation.

Sincerely,

Larry Laughlin



January 11, 2017

Business Publications

Forty Under 40

100-4th Street

Des Moines, IA 50309

To Whom It May Concern:

It is with great pleasure that I recommend Stephani Manning for the 2017 class of Forty under 40. I have had the honor of getting to know Stephani through her work with the Leukemia & Lymphoma Society and our flagship fundraising campaign, Team In Training.

Most recently, Stephani was a central Iowa teammate for the Las Vegas Marathon. Not only did she put in countless hours of training for a full marathon but Stephani was a national top fundraiser for the event, raising more to find a cure for blood cancers than 500 other teammates from across the nation who participated in the Marathon for LLS.

Aside from fundraising, Stephani supported her teammates by being a positive training partner and attending all of the group trainings held during the sixteen week training period. She was encouraging to all who attended, offered ideas and suggestions for fundraising and training and motivating to those who were struggling. She was always able to relay the mission of LLS to those around her and understood and shared the journey she experienced during her training and fundraising time.

Stephani is always willing to step up to the plate and take on leadership roles with Team In Training by recruiting new teammates as well as cultivating captains for corporate teams within the community.

Stephani is a leader, motivated, talented and treats everyone with respect and kindness. Stephani is the perfect example of a Des Moines community leader, business leader and philanthropic leader and deserves, without a doubt, to be selected for this prestigious award.

Sincerely,

Jeannine Laughlin
Business Development Manager

The Leukemia & Lymphoma Society

someday is today®